



TARGET RD PRIMARY SCHOOL

Teachers and Support Staff Consultation

Some qualities have been placed in a more suitable category. “Double-ups” are placed in the most suitable area.

Personality of the ideal principal.

Friendly, kind, approachable and welcoming who makes time to really listen. Should be able to relax and to have a sense of humour. A passionate believer in education and children.

Must be authentically positive, open-minded, fair and honest. We are looking for an empathetic, understanding principal who has integrity and who is an active listener.

Must have high personal and professional standard of ethics and have integrity.

Leadership qualities and values.

A total professional who has good, strong leadership qualities and communication skills. Must have a sound philosophy of leadership to motivate staff to be the best they can be. We must be led by example including that of being a life-long learner including reading recent research to inform practice.

Leadership style should be of a high-trust model (e.g., distributive) that is inclusive and respectful. Open to feedback and “owns” mistakes as learning opportunities.

An outstanding leader is future-focused, visionary who can plan ahead and yet be grounded in the day-to-day reality of school life and who doesn't over-burden staff. Must possess great organisational skills through depth of experience and able to establish and maintain high-quality systems.

Should have had wide-class level experience - preferably in a variety of schools - and have up-to-date curriculum knowledge such as inquiry, play-based pedagogy and passion projects.

Must be able to establish and maintain excellent relationships with students, staff, trustees and parents. An “open door” policy is a “given”. Similarly, must look towards the well-being of these stakeholders. In doing so, must be culturally responsive. Should be able to identify the human capital in teachers to enable them to be the best they can be for the students. Must be both visible and engaged.

Expertise expected.

Successful principal experience (or long-term acting principal) or senior leadership with capability in administration and management (solutions focused). Should have expertise with school finances including budgeting. Should be a sound practitioner of student behaviour management.

The principal as a change agent (how they make changes).

Learn the journey first and respect our journey and the investment in time and money we have given to it.

Build your relationships with us then share your vision and get our input – communicate and collaborate with us who have to deliver it. This may take time. Consult all stakeholders before change starts to be implemented. Prioritise changes – not too many at a time.

The principal connecting with the staff.

It would be expected that you would:

Meet us one at a time to get to know us. Be aware of our career journeys.

Visit all classrooms – know what is happening. Understand what we are doing.

Attend team hui.

Attend social events including time in the staffroom for morning tea/lunchtime.

Use face-to-face communications not just emails.

Be out in the playground engaged with children and duty teachers

Attending staff meetings and taking a full part.

Having an open-door policy – staff, students and parents.

Take part in team-building exercises.

Know the children as individuals by name.

Appreciate and acknowledge our achievements and successes.

In school events (social, sporting or cultural) be present and engaged and supportive.